



**Collaborating to Transform  
the Teaching Profession**

# **Conference Evaluation Results**

**May 23<sup>rd</sup>-24<sup>th</sup>, 2012**

**Cincinnati, Ohio**

Sponsored by:

The U.S. Department of Education in collaboration with American Association of School Administrators, American Federation of Teachers, Council of Chief State School Officers, Council of the Great City Schools, Federal Mediation and Conciliation Service, National Education Association, and National School Boards Association

## I. Overview

All states and school districts were invited to attend the 2012 Labor-Management Collaboration (LMC) conference titled, “*Collaborating to Transform the Teaching Profession*” that took place on May 23<sup>rd</sup>-24<sup>th</sup> in Cincinnati, Ohio. The event was co-sponsored by the U.S. Department of Education, American Association of School Administrators, American Federation of Teachers, Council of Chief State School Officers, Council of the Great City Schools, Federal Mediation and Conciliation Service, National Education Association, and National School Boards Association.

State teams that attended had to consist of the chief state school officer and the state teachers’ union leader(s). The team had to agree to the following pledge:

“We pledge to attend the conference together, to jointly prepare and present at the conference a plan for supporting our districts in collaboratively transforming the teaching profession, and to work together with the State school boards association and State administrators association to support collaboratively developed and implemented policies statewide.”

District teams that attended had to consist of the district superintendent, teachers’ union or association leader and the school board president. The team had to agree to the following pledge:

“We pledge to attend the conference as a team, to prepare and present at the conference our district’s plan for collaboratively transforming the teaching profession, and to work to improve student achievement through our collective bargaining agreement or other jointly developed district policies and related labor-management practices.”

State and district education leaders representing 41 states attended the conference. Specifically, there were 105 district teams and 14 state teams that participated in this year’s event. Participants showcased their work on transforming the teaching profession during the “Transformers’ Dialogue” and attended workshops lead by experts and leaders at the district and state levels.

**Conference Agenda**

**Day One – May 23, 2012**

- 1:00-2:15 p.m. Welcome Framing and Overview
- 2:30-5:15 p.m. Transformers’ Dialogue
- 5:30-6:00 p.m. End of Day Plenary
- 6:30-8:00 p.m. Networking Dinner

**Day Two – May 24, 2012**

- 7:00-7:30 a.m. Continental Breakfast
- 7:30-8:00 a.m. Welcome, Review Plan for the Day
- 8:00-9:30 a.m. Breakout Session I
- 9:45-11:15 a.m. Breakout Session II
- 11:30a.m.-1:00 p.m. Team Reflection and Commitment (for district and state teams)  
*OR*  
Supporting Labor Management Collaboration (for everyone else)
- 1:00-2:00 p.m. Meeting with Your State Colleagues – Network, Share, Learn  
*OR*  
Finding the Support You Need at the “Marketplace” – Network, Share, Learn
- 2:00-2:30 p.m. Closing Plenary

## II. Conference Attendees

In March of 2012, all States and districts across the United States were invited to attend the conference. An open invitation was published in an *Education Week* blog about the conference and co-sponsors reached out to their constituencies to invite them to attend.

The districts and states that attended are listed here:

ST	School District/State Team
AK	Alaska State Team
CA	Aromas- San Juan USD
CA	Poway Unified School District
CA	Sacramento City Unified School District
CA	San Juan Unified School District
CO	Weld Re-8 School District
CT	Meriden Public Schools
CT	New Haven Public Schools
DE	Delaware State Team
DE	Caesar Rodney School District
DE	Colonial School District
FL	Charlotte County Public Schools
FL	District School Board of Pasco County
FL	Duval County Public Schools
FL	Lake County Schools
FL	Miami- Dade County Public Schools
FL	Seminole County Public Schools
HI	Hawaii State Team
IA	Iowa State Team
IL	Glenview Public School District # 34
IL	Oak Lawn-Hometown School District 123
IL	Schaumburg Community Consolidated School District 54
IN	East Allen County Schools
IN	Fort Wayne Community Schools
IN	Oregon-Davis School Corp.
KS	Kansas State Team
KS	Olathe Public School District #233
KS	Topeka Public Schools
KS	USD 259 Wichita Public Schools

ST	School District/State Team
KS	USD 333 Concordia
KY	Kentucky State Team
KY	Boone County Schools
LA	St. Helena Parish School System
MA	Massachusetts State Team
MA	Berkshire Hill Regional School District
MA	Brockton Public Schools
MA	Lowell Public Schools
MA	Plymouth Public Schools
MA	Quaboag Regional School District
MA	Springfield Public Schools
MA	West Springfield Public Schools
MD	Baltimore City Public Schools
MD	Montgomery County Public Schools
MD	Prince George's County Public Schools
ME	MSAD/RSU #74
ME	Portland Public Schools
ME	Sheepscoot Valley RSU #12
MI	Farmington Public Schools
MI	Huron School District
MI	Mount Clemens Community District
MI	Romulus Community Schools
MN	Brooklyn Center Schools ISD#286
MN	ISD 625 Saint Paul Public Schools
MN	Minneapolis Public Schools
MN	Pine River-Backus School District
MO	St. Louis Public Schools
MS	Jackson Public Schools
NC	North Carolina State Team
ND	West Fargo Public Schools

ST	School District/State Team
NE	Nebraska State Team
NE	Lincoln Public Schools
NJ	Woodstown-Piles Grove Regional School District
NM	Albuquerque Public Schools
NV	Washoe County School District
NY	Beaver River Central Schools
NY	Byron Bergen Central Schools
NY	Chittenango Central School District
NY	Elmira Heights Central School District
NY	Geneseo Central School District
NY	Grand Island Central School District
NY	Greece Central School District
NY	Hauppauge School District
NY	Hilton Central School District
NY	Ithaca City School District
NY	Lyme Central School District
NY	Lyncourt Union Free School District
NY	New Paltz Central School District
NY	Olean City School District
NY	Otego-Unadilla Central School District (Unatego)
NY	Rochester City School District
NY	Sackets Harbor Central School District
NY	Solvay Union Free School District
NY	Syracuse City School District
NY	Watkins Glen Central School District
NY	Webster Central School District
OH	Ohio State Team
OH	Ada Exempted Village School District
OH	Cincinnati Public Schools
OH	Coventry Local Schools
OH	Ohio Appalachian Collaborative

ST	School District/State Team
OH	Ridgmont Local Schools
OH	Sandusky City Schools
OH	Springfield City School District
OH	Toledo Public Schools
OK	Oklahoma City Public Schools
OR	Oregon State Team
OR	Chalkboard Project
OR	Salem-Keizer School District
PA	Penn Hills School District
PA	Pittsburgh Public Schools
PA	Quakertown School District
RI	Rhode Island Department of Education
RI	Providence Public School District
RI	Woonsocket Education Department
TN	Metropolitan Nashville Public Schools
TN	Sullivan County School District
TX	Somerset Independent School District
UT	Utah State Team
VA	Fairfax County Public Schools
VA	Richmond Public Schools
VA	Westmoreland County Public Schools
VT	Vermont State Team
VT	Bellows Free Academy UHSD #48
VT	Lamoille North Supervisory Union
VT	St. Johnsbury School District
WA	Marysville School District #25
WA	Seattle School District
WA	Tahoma School District
WV	Hampshire County Schools

- 41 states were represented.
- 14 state teams participated.
- District type distribution
  - 33 (31 %) designated urban
  - 41 (39%) designated suburbs
  - 31(30 %) designated town or rural

The LMC co-sponsors selected eight (8) districts, two (2) networks of districts, three (3) states and five (5) expert groups to present and share their work and expertise at the conference. District and state presenters were selected based on multiple factors, including district type (e.g., suburban, rural) and size, what they have been collaborating on and what challenges they overcame, and their track record on student achievement. The presenting states and districts were as follows:

- Baltimore City Public Schools, MD
- Chalkboard Project, OR (network of districts)
- Cincinnati Public Schools, OH
- Delaware State Team
- Kentucky State Team
- Massachusetts State Team
- Montgomery County Public Schools, MD
- New Haven Public Schools, CT
- Ohio Appalachian Collaborative, OH (network of districts)
- Olathe Public Schools Unified School District 233, KS
- Pittsburgh Public Schools, PA
- Springfield Public Schools, MA
- Syracuse City School District, NY

Expert workshops were on the following topics (experts noted):

- Cincinnati Public Schools Community Learning Centers: A Proven Example of Collaboration That Impacts Students, Families and Communities
  - Annie Bogenshutz, Resource Coordinator Ethel M. Taylor Academy
  - Darlene Kamine, Executive Director, Community Learning Center Institute
- Developing District Networks and Creating Containers for Ongoing Collaboration
  - Jo Anderson, Senior Advisor, U.S. Department of Education
  - W. Patrick Dolan, Lead Consultant, The Westport Group
  - Mary McDonald, Core Service Director, Consortium for Educational Change (CEC), and Co-Director Great Lakes TURN
- Effective Techniques That Support Collaborative Bargaining and Problem-Solving
  - George Cohen, Director, Federal Mediation and Conciliation Service
  - Charlie Rose, Former General Counsel, U.S. Department of Education
- Innovative Labor-Management Approaches to Expanding School Time
  - Paul Dakin, Superintendent, Revere (Mass.) Public Schools
  - Jennifer Davis, Co-Founder and President, National Center on Time & Learning
  - Susan Lanza, President, Revere Teachers Association
  - Ben Lummis, Vice President, National Center on Time & Learning

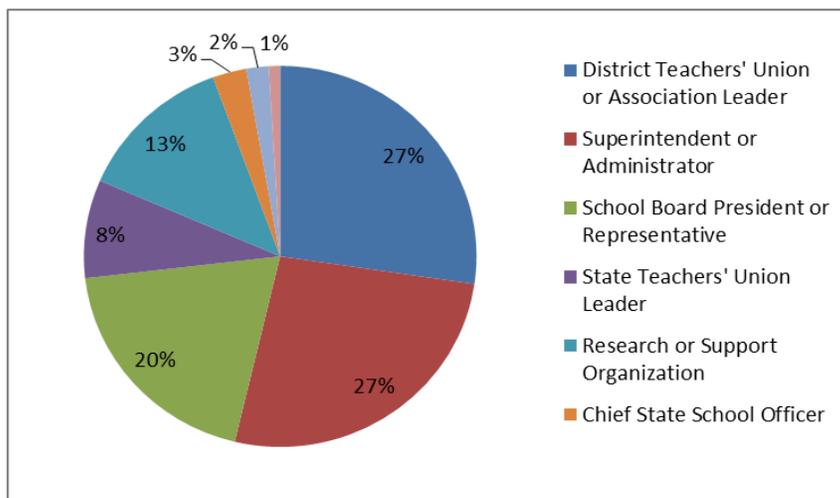
- Teaching and Learning Survey and Implementation at the School Site
  - William Hileman, Vice President, Pittsburgh Federation of Teachers
  - Eric Hirsch, Chief Officer of External Affairs, The New Teacher Center

**III. Conference Responses**

We received 217 responses out of a possible 508, a 43% participant response rate. The distribution of respondents by conference attendee type was as follows:

Attendee Type	Number	Percent
Participating School District	142	65%
Participating State	32	15%
Other Guest	20	9%
Presenting School District	13	6%
Presenting State	6	3%
Presenting Network of Districts	2	1%
Workshop Leader	2	1%
<b>Total</b>	<b>217</b>	

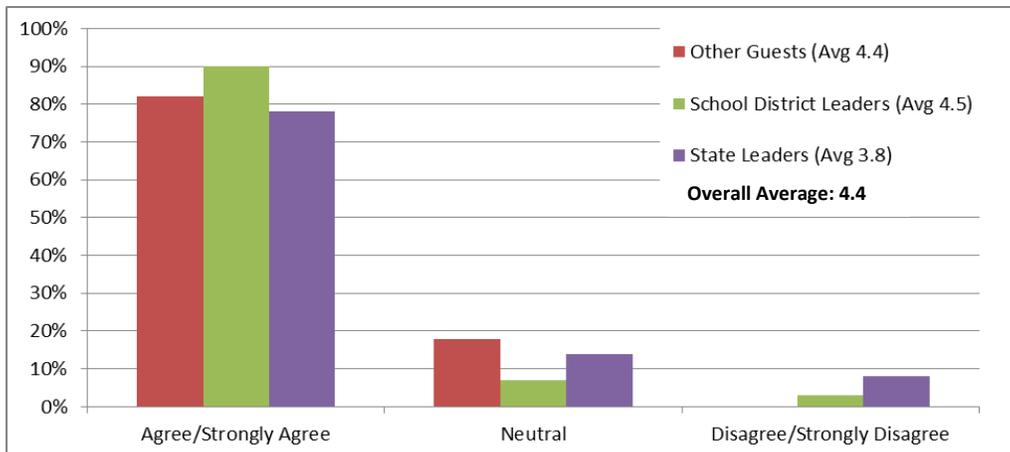
The distribution of respondents by role type was as follows:



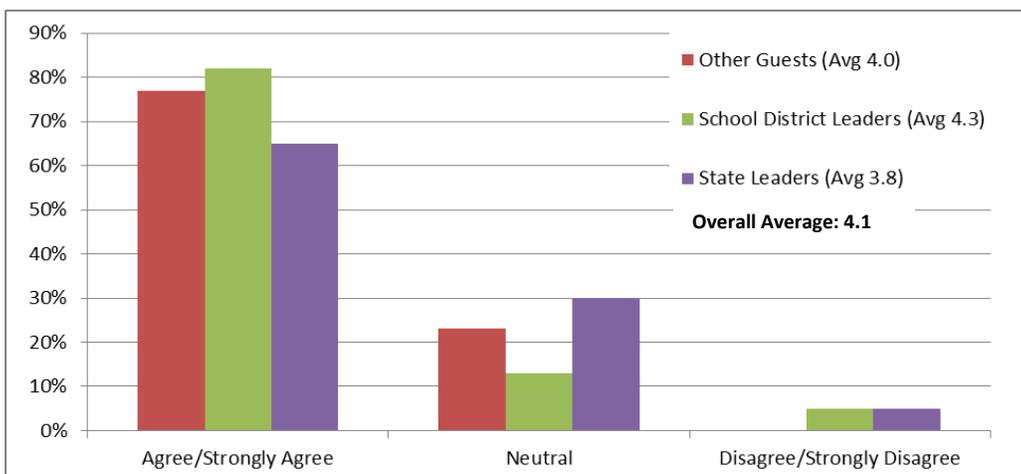
Participants were asked to rate their agreement using a scale of 1 to 5. A “1” indicated strong disagreement and a “5” indicated strong agreement. The averages for each group and across groups are indicated in the charts below.

**Percentage who agreed with the following statements:**

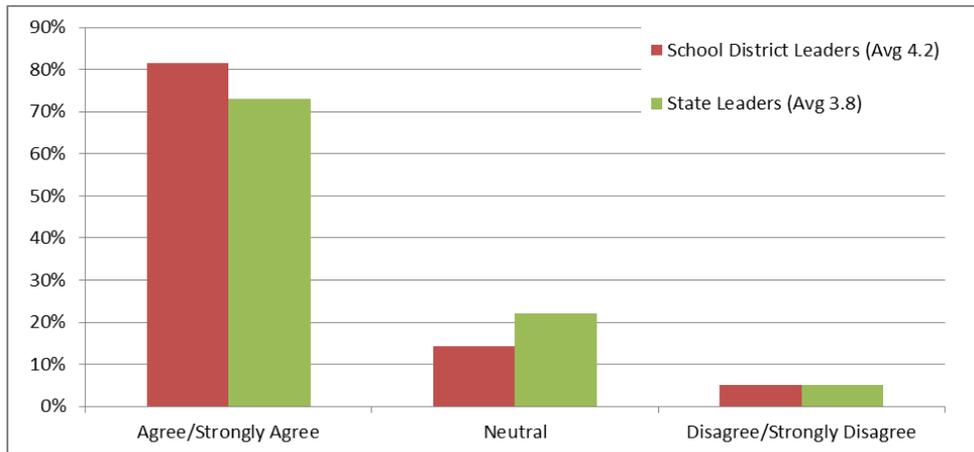
**“The conference as a whole was informative and useful. I am glad I attended.”**



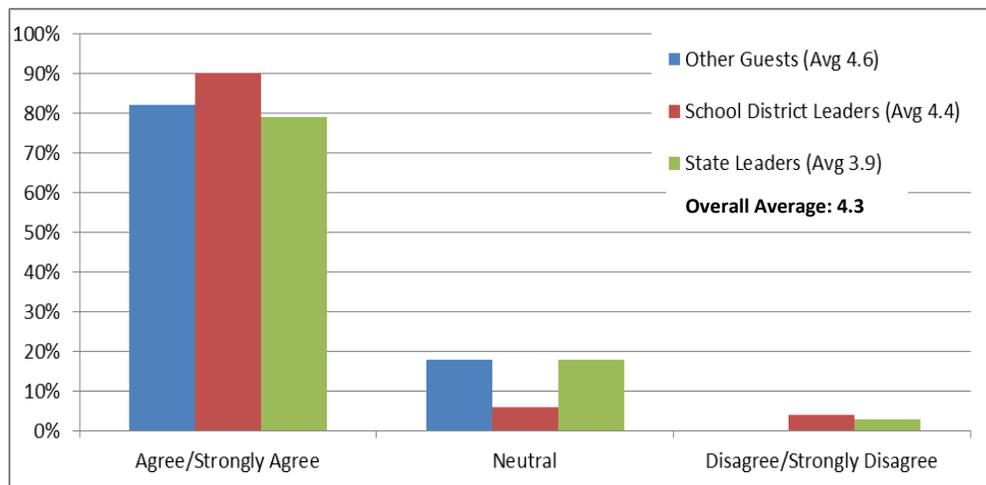
**“I have an improved sense of how to build collaborative labor-management relations focused on student achievement.”**



**“I have a plan for how to proceed with this work when I return home.”**



**“Overall, the conference content was relevant and applicable to my work.”**



Note: We also analyzed the results by attendee role (e.g., superintendent, state chief, district union leader, etc.) but there was no meaningful distinction so we excluded that analysis.

### Conference Responses by Item

Participants were asked to rate the quality, relevance, and usefulness of the following sessions, using a 1 to 5 scale where “1” means “not useful” and “5” means “very useful.”

Session	Average Score
Opening Plenary	4.2
Transformers’ Dialogue	4.0
Second City performances	4.2
Team Reflection & Commitment ( <i>for district and state teams</i> )	4.3
Supporting Labor-Management Collaboration ( <i>for supporters</i> )	3.3
Meeting with Your State Colleagues or Finding the Support You Need at the "Marketplace"	4.0

Breakout Session Title	Average Score	Respondents
Baltimore City Public Schools	4.6	11
Chalkboard Project	4.3	26
Cincinnati Public Schools	4.0	10
Cincinnati Public Schools Community Learning Centers	4.6	14
Delaware State Team	4.3	7
Developing District Networks and Creating Containers For On-going Collaboration	4.6	32
Effective Techniques That Support Collaborative Bargaining and Problem-Solving	4.3	50
Innovative Labor-Management Approaches to Expanding School Time	4.3	68
Kentucky State Team	4.7	18
Massachusetts State Team	3.4	15
Montgomery County Public Schools	4.3	22
New Haven Public Schools	4.3	9
Ohio Appalachian Collaborative	4.3	12
Olathe Public Schools Unified School District 233	4.8	8
Pittsburgh Public Schools	3.9	12
Springfield Public Schools	4.1	7
Syracuse City School District	4.1	17
Teaching and Learning Survey and Implementation at the School Site	3.4	13

Logistics	Average Score
The online registration tool was easy to access and use.	4.3
ESI assisted me effectively in making travel and hotel arrangements (for districts only).	4.0
I received conference information in a timely and effective manner.	4.0
My questions and concerns were addressed in a timely and complete manner.	4.2

### Highlights of Conference Comments

#### *Comments from the Opening Plenary*

1. I thought the Plenary was outstanding. The moderator did a nice job getting input from the various stakeholders that were present. It is helpful to see the national leaders working in collaboration as "role models" for us to use when we come back to our local.
2. The opening panel was useful in setting the tenor and context of the conference. In general I would prefer tipping the mixture of comments towards specificity over rhetorical platitudes.
3. Much better than last year facilitator was terrific! He kept everything and everyone moving and relevant.
4. The shared language of the speakers helped provide a clear vision of where it is that the Transformers Conference really wants us to go. After last year's session we were interested, but not sure what it was you really wanted. Now we feel that we do.
5. The formal signing by all stakeholders had value. I wished the Secretary spoke at the opening.
6. Opening with the signing "ceremony" was powerful.

#### *Comments from the Transformers' Dialogue*

1. Expected this to be too long and not the best use of time but was happy to be wrong. Provided ample opportunity to speak with various district/individuals. Dividing by district size was smart.
2. Very good, although 2 hours probably would have been enough.
3. Probably my favorite part of the conference. It was nice to meet people from all over the country and hear their trials and successes.
4. The voice over was really distracting.
5. It would have been helpful to have everyone's information ahead of time so that you could pick and choose which districts had information that would be beneficial to you.

*Comments on Team Reflection Time*

1. Extremely valuable to spend the time with the 3 other districts from Michigan. (We have actually set a date, June 7th to meet again and continue our dialogue.)
2. We have developed a tentative plan for bringing the collaborative process back to our district-great things coming- watch for us!
3. Loved having time with the other delegates in my district. We have a plan to take back to our district.

*Comments on Meeting with Your State Colleagues*

1. Was good to meet as a state. Helped to see how other districts in my state are handling the challenges we all face in the state.
2. Interesting that this is the first time I have ever seen these state leaders from management-labor-board together. It sets a nice tone to see them leading us in finding common ground.

*Comments on Second City Performance*

1. Loved the humor!
2. Fun to watch - humor important-need to take the time to laugh when we have such hard work.
3. What a blast! Humor relevant to our educational challenges was spot on!

*Additional Comments Section*

1. Need for More Opportunities: "We need to have similar conferences at the State and regional levels."
2. Contact information access to materials presented, access to video recap of opening plenary.
3. More emphasis on specific techniques, compensation structures, use of technology.
4. Ohio is going to plan a statewide labor management forum for all 904 LEAs in Feb, 2013- Can USDOE help?
5. A session designed specifically for Board members to talk about our roles in collaboration.
6. Is there any grant funding to help us bring speakers to our district or to support collaboration training?
7. I know this year's conference was designed to get away from plenary sessions due to feedback from last year, however, for state's who are already engaged in successful collaboration, the plenary session was the only part of the conference that I found to be beneficial, and found myself asking for more of that type of session throughout the conference particularly since Sec. Duncan and other leaders were present. Next year I suggest a more balanced approach that will meet the needs of states who are already engaged in meaningful collaboration and those that are at the other end of the spectrum.
8. The role of funding and getting the funding authorities/agents involved as stakeholders (even getting

them to the conference) would be useful.

9. The importance of viewing the community as "shareholders" and getting them involved and informed so that they can support the funding side of the equation is important. Techniques for that would be useful.

Appendix A- Conference Evaluation Form

**Evaluation**

Name (Optional): \_\_\_\_\_



Collaborating to Transform  
the Teaching Profession

Organization (Optional): \_\_\_\_\_

Thank you for attending the conference on Collaborating to Transform the Teaching Profession. We know your time is valuable and hope you found the conference productive. Please take a moment to fill out the evaluation below. Sharing your opinion will help us to support this important work more effectively going forward.

**\*\*THIS EVALUATION FORM WILL BE COLLECTED AS YOU EXIT THE CONFERENCE.\*\***

**1. AT THIS CONFERENCE, YOU WERE WHICH OF THE FOLLOWING:**

- Participating School District
- Presenting School District
- Presenting Network of Districts
- Participating State
- Presenting State
- Workshop Leader
- Other Guest

**2. YOUR ROLE:**

- Superintendent or Administrator
- School Board President or Representative
- District Teachers' Union or Association Leader
- Foundation Leader
- Research or Support Organization
- Chief State School Officer
- State Teachers' Union Leader
- State Administrators Association Leader
- State School Boards Association Leader
- Other: \_\_\_\_\_

**3. OVERALL CONFERENCE EVALUATION**

*Please indicate the extent to which you agree with the following statements, using a 1 to 5 scale where "1" means "strongly disagree" and "5" means "strongly agree."*

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| a. The conference as a whole was informative and useful – I am glad I attended.                                      | 1 | 2 | 3 | 4 | 5 |
| b. Overall, the conference content was relevant and applicable to my work.   | 1 | 2 | 3 | 4 | 5 |
| c. I have an improved sense of how to build collaborative labor-management relations focused on student achievement. | 1 | 2 | 3 | 4 | 5 |
| d. I have a plan for how to proceed with this work when I return home.   | 1 | 2 | 3 | 4 | 5 |
| e. The meeting logistics and pre-meeting communications were effective.  | 1 | 2 | 3 | 4 | 5 |

**4. PLENARY AND BREAKOUT SESSION EVALUATIONS**

Please rate the quality, relevance, and usefulness of the following sessions, using a 1 to 5 scale where "1" means "not useful" and "5" means "very useful." If you did not attend a session, mark "N/A." Please provide additional comments in the space provided.

a. Opening Plenary (Wednesday 1:00pm-2:15pm) 1   2   3   4   5   N/A  
**Additional Comments:**

b. Transformers' Dialogue – Network, Share, Learn (Wednesday 2:30pm-5:15pm) 1   2   3   4   5   N/A  
**Additional Comments:**

c. Breakout Sessions: Please **circle and rate** each of the two presentations you attended:  
**Breakout #1** (Thursday 8:00am-9:30am): Baltimore Public Schools • Chalkboard Project • Cincinnati Public Schools • Cincinnati Public Schools Community Learning Centers • Delaware Department of Education • Developing District Networks and Creating Containers For On-going Collaboration • Effective Techniques That Support Collaborative Bargaining and Problem- Solving • Innovative Labor-Management Approaches to Expanding School Time • Kentucky Department of Education • Massachusetts Department of Elementary and Secondary Education • Montgomery County Public Schools • New Haven Public Schools • Ohio Appalachian Collaborative • Olathe Public Schools Unified School District 233 • Pittsburgh Public Schools • Springfield Public Schools • Syracuse City School District • Teaching and Learning Survey and Implementation at the School Site 1   2   3   4   5   N/A

**Breakout #2** (Thursday 9:45am-11:15am): Baltimore Public Schools • Chalkboard Project • Cincinnati Public Schools • Cincinnati Public Schools Community Learning Centers • Delaware Department of Education • Developing District Networks and Creating Containers For On-going Collaboration • Effective Techniques That Support Collaborative Bargaining and Problem- Solving • Innovative Labor-Management Approaches to Expanding School Time • Kentucky Department of Education • Massachusetts Department of Elementary and Secondary Education • Montgomery County Public Schools • New Haven Public Schools • Ohio Appalachian Collaborative • Olathe Public Schools Unified School District 233 • Pittsburgh Public Schools • Springfield Public Schools • Syracuse City School District • Teaching and Learning Survey and Implementation at the School Site 1   2   3   4   5   N/A

**Additional Comments:**

Please rate the quality, relevance, and usefulness of the following sessions, using a 1 to 5 scale where "1" means "not useful" and "5" means "very useful." **Please circle the sessions you attended and are rating.** If you did not attend a session, mark "N/A." Please provide additional comments in the space provided.

d. Reflection & Commitment (for State and District Teams: Thursday 11:30am-1:00pm)  
 OR Supporting Labor-Management Collaboration (for Supporters: Thursday 11:30am-1:00pm)      1    2    3    4    5    N/A  
**Additional Comments:**

e. Meeting With Your State Colleagues (for Teams from the Same State that Met: Thursday 1:00pm-2:00pm)  
 OR Finding the Support You Need at the "Marketplace" (for Teams that Met with Supporters: Thursday 1:00pm-2:00pm)      1    2    3    4    5    N/A  
**Additional Comments:**

f. Performances throughout the conference by the Second City comedy troupe      1    2    3    4    5    N/A  
**Additional Comments:**

**5. LOGISTICS & SUPPORT**

Please indicate the extent to which you agree with the following statements, using a 1 to 5 scale where "1" means "strongly disagree" and "5" means "strongly agree." N/A means "not applicable."

a. The online registration tool was easy to access and use.      1    2    3    4    5    N/A  
 b. ESI assisted me effectively in making travel and hotel arrangements (for districts only).      1    2    3    4    5    N/A  
 c. I received conference information in a timely and effective manner.      1    2    3    4    5    N/A  
 d. My questions and concerns were addressed in a timely and complete manner.      1    2    3    4    5    N/A  
**Additional Comments:**

**6. OTHER COMMENTS**

Please provide any additional comments in the space below.